



## International Institute of Technology

### **Code of Conduct [Diversity and Antisemitism]**

#### **1. Purpose and Scope**

International Institute of Technology is committed to providing a work and social environment that is safe, respectful, and inclusive. We maintain a zero-tolerance approach to discrimination, harassment, and vilification, including antisemitism.

This Code applies to all employees, contractors, volunteers, and stakeholders. It covers all workplace situations, including in-person meetings, remote work, online collaboration platforms, social media, and social events related to the organisation.

#### **2. Core Principles**

- **Respect and Dignity:** Treating everyone with courtesy and fairness.
- **Safety and Inclusion:** Ensuring a physically and psychologically safe environment.
- **Zero Tolerance for Hate:** Actively opposing discrimination, harassment, and vilification in all forms.

#### **3. Behavioural Expectations & Anti-Vilification**

All individuals associated with International Institute of Technology must:

- Act with integrity and fairness in all interactions.
- Refrain from using offensive, insulting, humiliating, or intimidating language.

- Respect the diversity of our community, including race, religion, ethnicity, and national origin.
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### 3.1 Prohibition of Antisemitism and Vilification

International Institute of Technology strictly prohibits antisemitism and all forms of vilification. This includes, but is not limited to:

- **Antisemitism:** Acts or speech that incite hatred, serious contempt, or severe ridicule of Jewish people, or that rely on antisemitic stereotypes, tropes, or conspiracy theories.
- **Vilification:** Engaging in any public act that encourages, advocates, or endorses hatred against a person or group based on their race, religion, or ethnic origin.
- **Online Activity:** Posting or sharing hateful or derogatory content, including antisemitic material, Nazi symbols, or extremist slogans, on social media or in digital environments.
- **Harassment:** Engaging in behaviour that makes a person feel intimidated, humiliated, or threatened.

*Note: This code includes, but is not limited to, adopting the IHRA Working Definition of Antisemitism as a guidance tool for understanding and identification.*

## 4. Reporting and Accountability

International Institute of Technology is committed to a safe, confidential, and prompt complaint process.

- **Reporting:** If you witness or experience bullying, harassment, discrimination, or antisemitism, you should report it immediately to the CEO of International Institute of Technology
- **No Retaliation:** The organisation will not tolerate retaliation against anyone who reports an incident in good faith.
- **Investigation:** All reports will be investigated promptly and handled with fairness, and confidentiality.
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## **5. Consequences of Breach**

Breaches of this Code are considered serious misconduct. Consequences, depending on the severity of the behaviour, may include:

- Formal warning or reprimand.
  - Required training or counselling.
  - Suspension of duties as staff members of IIT or Suspension of course for students
  - Termination of employment or contract for IIT staff and withdrawal from course/ units for students
  - Referral to law enforcement if actions constitute criminal behaviour.
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